



GRIEVANCE FORM

(to be filed within 10 days of occurrence)

My name is _____

and I wish to file a grievance with Universal Sports League LaVergne Baseball Softball Association

against _____ regarding actions that occurred on

_____ (date) at the following location: _____

The facts and circumstances regarding my complaint are as follows:

(Please attach as many pages as is necessary) I request that following action be taken as a result of my complaint:

My contact information is:

Phone #s _____

Address _____

Email _____

Return this form to:

Any person (player, coach, manager and/or spectator) attending or participating in an USL LBSA event will demonstrate sportsmanlike conduct. Any person acting unsportsmanlike is subject to verbal warning and possible ejection from a game under discretion of the umpire. Additionally, any affected party may file an official complaint/grievance as per this Grievance Policy. In the event that conduct is criminal in nature, the local police will be called.

Examples of prohibited unsportsmanlike conduct include, but are not limited to:

- a) Displays Of Temper – includes, but is not limited to, throwing, kicking or abusing equipment, expressions of rage, shouting or screaming at the opponent from across the field, not shaking hands after a game, etc.
- b) Bad Language – includes, but is not limited to, swearing and cursing in the presence of a player, coach, manager, umpire or spectator.
- c) Taunting – includes, but is not limited to, verbal or visible body expressions with the intention to belittle or show disrespect for an opponent.
- d) Physical Violence – includes, but is not limited to, rough or injurious physical force, action, or treatment.
- e) Substance Abuse – includes, but is not limited to, consumption of alcoholic beverages by a minor, use of tobacco products by a minor and/or use of illegal substances by any person.
- f) Any other action or behavior believed to be in violation of the Universal Sports League LaVergne Baseball Softball Assoc., CONSTITUTION AND BYLAWS.

Grievance Procedure

- a) All parties should make every attempt to resolve grievances informally. However, informal resolution may not resolve all conflicts and may not be appropriate under the circumstances
- b) Formal complaints must be submitted to the Grievance Officer no more than 10 days after the occurrence that is the subject of the grievance.
- c) Grievances must be in written form and include the following information:
 - 1. The name, telephone number and email address of the person filing the grievance;
 - 2. The name of the person against whom the grievance is filed;
 - 3. The nature of the complaint;
 - 4. The relevant dates and locations;
 - 5. The desired resolution
- d) The Grievance Officer will investigate the complaint and will submit a written recommendation to the Board which will be voted on at the next regularly scheduled Board meeting.
- e) The Grievance Officer may recommend:
 - 1. Dismissing the complaint as without merit;
 - 2. Written warning from the Board President;
 - 3. Suspension from one or more games or practices;
 - 4. Recommendation against select team participation;
 - 5. Removal from League position;
 - 6. One-year suspension from League; and/or
 - 7. Referral to local police for criminal investigation
- f) The Board will vote to accept, amend or reject the Grievance Officer's recommendation by 2/3 vote of the Board. The Grievance Officer will send a written notification of the Board's decision to all affected parties.

g) The decision of the Board is final.

Retaliation is prohibited

a) No person filing a grievance will be subjected to retaliation, regardless of the disposition of the claim.

b) Retaliation may include, but is not limited to an observed change in playing time, position, batting order, or disposition.

c) Anyone found to have retaliated against a grievant may be suspended indefinitely.